



Tobacco Surcharge

Botetourt County has a premium surcharge for medical plan participants who smoke or use other tobacco products. Botetourt County is committed to the promotion of healthy lifestyles for our employees, spouses, dependents, and the community we serve. Lifestyle choices impact your health and the amount Botetourt County and your co-workers pay for medical coverage.

Botetourt County defines a tobacco user as an individual who has used any tobacco products, including but not limited to cigarettes, cigars, pipes, herbal tobacco products, chewing tobacco, dip, snuff, electronic nicotine delivery systems within the last six (6) months.

When you enroll in your medical plan, you will be required to affirm if you and/or each of your covered dependents are smokers or use other tobacco products. If you or any of your covered dependents are a tobacco user, the amount you pay for medical coverage will be more than non-tobacco users.

The rate is within the guidelines established by the DOL, EEOC, ADA, and PPACA. The premium increase is equal to **50%** of the non-tobacco user employee contributions for all coverage levels (rounded to the nearest dollar).

You will be required to certify that the information you are providing is true and accurate to the best of your knowledge, and that you also understand that intentional falsification or significant omissions will be grounds for discipline including, but not limited to, termination of employment from Botetourt County, and may result in denial or retroactive termination of benefit coverage, and recoupment of benefits improperly paid. You will also be required to authorize and agree to screening for tobacco use by any covered person for reasonable cause.

Once you affirm if you and/or each of your covered dependents are smokers or use other tobacco products for the upcoming plan year you will be unable to change the affirmation until Open Enrollment 2016-17.

If it is medically inadvisable for you to attempt to stop using tobacco products, please call Human Resources at: 540-473-8233, and we will determine whether a reasonable accommodation is appropriate.

Failure to provide the required certification during open enrollment will result in the Tobacco Surcharge being added to your regular insurance contribution rate.